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ABSTRACT

This document presents 22 tables reporting on salaries of college faculty and selected administrative positions in the Oklahoma State Higher Education System in 1992-93. Tables report on average full-time faculty salaries; average salaries paid 9-10 month full-time faculty; average staff benefits paid 11-12 month full-time faculty; average total compensation paid 9-10 month and 11-12 month full time faculty; range of salaries for both types of full-time faculty; additional income from extra teaching assignments and approved noninstitutional employments; 11-12 month average salaries of selected administrative positions; University of Oklahoma Health Sciences Center, average salaries paid full-time faculty, 11-12 months and 9-10 months; Oklahoma Geological Survey, averaged full-time faculty for 11-12 months; University of Oklahoma Law Center, average salaries paid full-time faculty 9-10 month equivalent; Oklahoma State University (OSU) college of Veterinary medicine 11-12 month average salaries; OSU Agricultural Experiment Station 11-12 month salaries; OSU Technical Branches 11-12 month average full-time faculty salaries; OSU College of Osteopathic Medicine, average 11-12 month full-time faculty; and average staff benefits paid 9-10 months and 11-12 months full-time faculty. Highlights note average salary increase over the previous year of 1.1 percent. The previous year had seen increases of 3.3 percent. (JB)

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Salaries in The Oklahoma State System of Higher Education 1992-93: Faculty and Selected Administrative Positions

HE027039

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SALARIES IN

THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION

1992-1993: Faculty and Selected

Administrative Positions

Prepared by
Division of Academic Planning/Resource Allocation

Oklahoma State Regents for Higher Eduation
State Capitol, Oklahoma City

August 1993

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HIGHLIGHTS

Average Salary.--The average salary for all full-time faculty equated to a 9-10 month basis in Oklahoma state-supported colleges and universities, excluding the constituent agencies, is $38,556 for the year 1992-93. This is an increase of $431 or 1.1% above 1991-92.

Increase by Type of Institution.--Average salaries increased $373 at the universities, $349 at the four-year universities, and $635 at the two-year colleges. These salaries represent increases of 0.8%, 1.0%, and 2.0%, respectively, over 1991-92. For this report the term "universities" includes the two comprehensive universities and the term "four-year universities" includes the seven regional universities and the three special purpose universities.

Increase by Rank.--Among the three categories of institutions, the rank of assistant professor at the comprehensive universities showed the greatest dollar as well as percentage increase over 1991-92. The increase for this rank is $734 or 2.1% over 1991-92. All other ranks showed an increase from $121 or 0.2% to an increase of $635 or 2.0%.

Faculty Distribution by Rank.--The two highest faculty ranks combined, professor and associate professor, are held by 66.3% of all full-time faculty members at the two comprehensive universities, and by 42.7% of all full-time faculty members at the four-year universities. In 1991-92, comparable figures were 65.7% at the comprehensive universities and 42.7% at the four-year universities.

Total Faculty.--Total full-time faculty for 1992-93 is 4,116. This represents an increase of 28 or 0.7% from 1991-92.

Salary Range.--Full-time salaries on a 9-10 month basis in the 25 institutions in 1992-93 range from a minimum of $12,768 to a maximum of $103,000. Full-time salaries on an 11-12 month basis in the 25 institutions in 1992-93 range from a minimum of $15,396 to a maximum of $126,075. For 9-10 month salaries, the minimum decreased $484 from 1992-93 and the maximum remained the same. For 11-12 month salaries, the minimum decreased $2,604 from 1991-92 and the maximum remained the same. These data exclude salaries for deans and other administrative personnel.

Presidents' Salaries.--The two comprehensive university presidents' salaries were $152,880 and $141,500 for the year 1992-93. Four-year university presidents' salaries average $90,898. The lowest salary is $78,500 and the highest is $97,260. The two-year college presidents' salaries average $82,340. The lowest is $69,250 and the highest is $99,000. There were no changes in the average salary for the comprehensive university presidents. While there was a decrease in average salary of 1.5% for four-year university presidents, and an increase of 2.4% for two-year college presidents.

TABLE 1

Commentary

Table 1 presents the 1992-93 average salaries on a 9-10 month basis paid all full-time faculty by rank and by all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with the salaries equated to 9-10 months. Included also is the number of full-time faculty by rank and by institution.

The Average Salary on a 9-10 month basis paid in the 25 institutions in 1992-93 is $38,556. This represents an increase over 1991-92 of $431 or 1.1%. The average for comprehensive universities is $44,293, for four-year universities, $37,018, and for two-year colleges, $32,440. These salaries represent increases over 1991-92 of 0.8%, 1.0%, and 2.0%, respectively. The 1992-93 mean of all institutions' averages is $33,388.

Faculty distribution by rank may influence the salary averages of the various ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks at four-year universities than at the universities. The comprehensive universities' salary average for all ranks is 19.7% higher than the salary average of all ranks for four-year universities. By rank, the comprehensive universities' salary average exceeds the four-year universities' salary average in the ranks of professor by 20.0%, associate professor by 6.4%, and assistant professor by 3.3%. However, in the rank of instructor, the four-year universities' salary average exceeds the comprehensive universities' salary average by 20.1%.

The total number of full-time faculty reported in the 25 institutions in 1992-93 is 4,116. The full-time faculty for comprehensive universities is 1,494; for four-year universities, 1,631; and for two-year colleges, 991.

TABLE 1

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1992-93

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
OU	265	$55,525	224	$42,526	251	$36,009	24	$21,030	764	$44,219
OSU	298	53,896	203	40,783	198	36,490	31	26,651	730	44,371
Comprehensive Universities	563	$54,663	427	$41,696	449	$36,221	55	$24,199	1,494	$44,293
UCO	110	$50,292	50	$44,221	148	$38,655	69	$32,217	377	$41,610
ECU	46	43,576	37	39,538	55	34,621	28	28,894	166	37,233
NSU	78	45,047	46	37,981	86	33,817	59	30,293	269	37,012
NWOSU	7	42,168	10	36,748	29	30,843	31	26,598	77	30,930
SEOSU	32	45,116	14	39,558	65	33,779	45	27,176	156	34,718
SWOSU	56	45,023	34	42,344	66	38,042	75	29,126	231	37,473
Cameron	47	41,254	41	34,326	54	31,133	33	24,712	175	33,388
Langston	6	45,245	22	39,312	23	30,706	22	30,364	73	34,391
Panhandle	15	39,746	14	35,727	15	31,015	9	27,406	53	34,119
USAO	12	42,498	19	36,713	12	34,229	11	28,880	54	35,851
Four-year Universities	409	$45,543	287	$39,206	553	$35,077	382	$29,055	1,631	$37,018
CASC	—	$—	—	$—	—	$—	36	$28,045	36	$28,045
Connors	—	—	—	—	—	—	44	31,551	44	31,551
Eastern	—	—	—	—	—	—	49	32,021	49	32,021
Murray	—	—	—	—	—	—	44	29,051	44	29,051
NEOAMC	—	—	—	—	—	—	102	31,736	102	31,736
NOC	—	—	—	—	—	—	43	30,947	43	30,947
OCCC	—	—	—	—	—	—	104	33,708	104	33,708
Redlands	—	—	—	—	—	—	26	31,360	26	31,360
Rogers	—	—	—	—	—	—	67	29,032	67	29,032
Rose	—	—	—	—	—	—	151	33,357	151	33,357
Seminole	—	—	—	—	—	—	44	28,850	44	28,850
TJC	—	—	—	—	—	—	238	35,090	238	35,090
WOSC	—	—	—	—	—	—	43	32,828	43	32,828
Two-year Colleges	—	$—	—	$—	—	$—	991	$32,440	991	$32,440
All Colleges and Universities	972	$50,825	714	$40,696	1,002	$35,590	1,428	$31,217	4,116	$38,556

Includes all full-time faculty salaries on a 9-10month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 2

Commentary

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 1990-91 through 1992-93. Table 2 presents data from which salary trends by institution and by rank may be analyzed.

Certain factors may influence salary averages so that they do not accurately indicate long term salary trends. For example: A senior full professor receiving a top salary could retire and at the same time an associate professor be promoted to full professor at the bottom of the salary scale for full professors. The net results, with respect to individual teachers still employed, would be that at least one person would be receiving more salary than in the previous year. Yet, the effect upon the salary average for full professors at the institution would show a decline. The salary average for an entire institution could be affected in the same manner. Another factor causing the same effect could occur as a result of expanding enrollment with a consequent increase in the number of faculty with the salary average of the new faculty below the average for the institution.

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis. However, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 1991-92 to 1992-93 show the University of Oklahoma increased the average of all ranks $242; while Oklahoma State University decreased $20. At Oklahoma State University the salary decrease for the rank of professor was $520; decrease for associate professors, $603; decrease for assistant professor, $63; and decrease for instructor, $536 while at the University of Oklahoma comparable increases were $313, $(173), $1,318, and $(838). Such differences may result from factors suggested above or they could also result from salary administration policy and faculty qualifications. Although specific reasons for observed salary averages and comparisons are not provided by Table 2, the three-year trend of institutions' averages by rank may provide helpful analytical data.

TABLE 2
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1990-91 THROUGH 1992-93

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average All Ranks
OU	1990-91	51,784	40,205	32,955	18,254	41,293
	1991-92	55,212	42,699	34,691	21,868	43,461
	1992-93	55,525	42,526	36,009	21,030	44,219
OSU	1990-91	53,621	41,933	36,730	26,118	44,044
	1991-92	54,416	41,386	36,533	26,115	44,391
	1992-93	53,896	40,783	36,490	26,651	44,371
UCO	1990-91	46,015	41,057	36,894	31,056	39,287
	1991-92	47,846	43,041	38,333	32,513	41,048
	1992-93	50,292	44,221	38,655	32,217	41,610
ECU	1990-91	41,549	37,193	32,921	26,486	34,687
	1991-92	43,818	38,680	34,299	28,244	36,755
	1992-93	43,576	39,538	34,621	28,894	37,233
NSU	1990-91	42,566	36,763	31,953	28,967	35,250
	1991-92	44,255	37,233	33,203	30,125	35,288
	1992-93	45,047	37,981	33,817	30,293	37,012
NWOSU	1990-91	41,483	36,244	31,430	25,512	30,622
	1991-92	43,031	37,359	32,408	26,541	31,734
	1992-93	42,168	36,748	30,843	26,598	30,930
SEOSU	1990-91	40,838	37,237	31,637	25,642	31,949
	1991-92	45,108	39,730	33,702	27,650	34,346
	1992-93	45,116	39,558	33,779	27,176	34,718
SWOSU	1990-91	43,653	42,001	37,911	28,929	37,312
	1991-92	45,096	42,482	38,408	28,687	37,565
	1992-93	45,023	42,344	38,042	29,126	37,473

TABLE 2 (Continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1990-91 THROUGH 1992-93

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average All Ranks
Cameron	1990-91	39,002	33,858	30,637	24,602	32,192
	1991-92	41,326	34,876	32,159	24,214	33,441
	1992-93	41,254	34,326	31,133	27,712	33,388
Langston	1990-91	52,130	38,032	33,087	31,202	36,273
	1991-92	52,618	38,522	31,414	30,896	35,761
	1992-93	45,245	39,312	30,706	30,364	34,391
Panhandle	1990-91	38,153	33,751	31,237	26,604	32,534
	1991-92	37,921	34,301	31,278	26,817	31,861
	1992-93	39,746	35,727	31,018	27,406	34,119
USAO	1990-91	40,841	36,318	33,095	27,651	34,690
	1991-92	42,377	37,029	33,996	28,795	35,658
	1992-93	42,498	36,713	34,229	28,880	35,851
CASC	1990-91	--	--	--	27,081	27,081
	1991-92	--	--	--	28,492	28,492
	1992-93	--	--	--	28,045	28,045
Connors	1990-91	--	--	--	30,423	30,423
	1991-92	--	--	--	31,467	31,467
	1992-93	--	--	--	31,551	31,551
Eastern	1990-91	--	--	--	30,814	30,814
	1991-92	--	--	--	31,576	31,576
	1992-93	--	--	--	32,021	32,021
Murray	1990-91	--	--	--	28,327	28,327
	1991-92	--	--	--	29,592	29,592
	1992-93	--	--	--	29,051	29,051

TABLE 2 (Continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1990-91 THROUGH 1992-93

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average All Ranks
NEOAMC	1990-91	--	--	--	30,250	30,250
	1991-92	--	--	--	31,186	31,186
	1992-93	--	--	--	31,736	31,716
NOC	1990-91	--	--	--	30,061	30,061
	1991-92	--	--	--	31,134	31,134
	1992-93	--	--	--	30,947	30,947
OCCC	1990-91	--	--	--	31,943	31,943
	1991-92	--	--	--	33,009	33,009
	1992-93	--	--	--	33,708	33,708
Redlands	1990-91	--	--	--	30,214	30,214
	1991-92	--	--	--	30,824	30,824
	1992-93	--	--	--	31,360	31,360
Rogers	1990-91	--	--	--	27,427	27,427
	1991-92	--	--	--	28,049	28,049
	1992-93	--	--	--	29,032	29,032
Rose	1990-91	--	--	--	31,326	31,326
	1991-92	--	--	--	32,527	32,527
	1992-93	--	--	--	33,357	33,357
Seminole	1990-91	--	--	--	27,542	27,542
	1991-92	--	--	--	28,443	28,443
	1992-93	--	--	--	28,850	28,850
TJC	1990-91	--	--	--	32,655	32,655
	1991-92	--	--	--	34,449	34,449
	1992-93	--	--	--	35,090	35,090
WOSC	1990-91	--	--	--	30,834	30,834
	1991-92	--	--	--	31,825	31,825
	1992-93	--	--	--	32,828	32,828

TABLE 3

Commentary

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 1990-91 through 1992-93, classified by rank and by type of institution.

The averages for four ranks reveal that 1992-93 increases over 1991-92 in annual average salaries are greatest for comprehensive universities, next for two-year colleges, and least for four-year universities. The increases in averages of all ranks by type of institution in 1992-93 over 1991-92 were $637, $349, and $635 for comprehensive universities, four-year universities, and two-year colleges, respectively. The average salary in 1991-92 at comprehensive universities was $7,251 greater than the average at four-year universities. In 1992-93 the difference is $7,275. The average salary in 1990-91 at four-year universities was $4,773 greater than at two-year colleges. In 1992-93 the difference is $4,578.

Averages by rank show that comprehensive universities' faculties receive higher salaries then four-year universities' faculties in the ranks of professor, associate professor and assistant professor in 1992-93. Instructors at two-year colleges receive higher average salaries than instructors at comprehensive universities and four-year universities.

The percentage increase in average salaries for all ranks in 1992-93 over 1990-91 was largest for faculties at comprehensive universities. Faculties at comprehensive universities received the smallest percentage increase. The annual increases in average salaries for 1991-92 and 1992-93 for comprehensive universities have been 2.9% and 0.8% or an average of 1.8%. The senior college increases for 1991-92 and 1992-93 have been 3.6% and 1.0% or an average of 2.3%. The two-year college increases for 1991-92 and 1992-93 have been 3.8% and 2.0% or an average of 2.9%.

TABLE 3
AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
1990-91 THROUGH 1992-93

Rank	Type of Institution		
	Comprehensive University	Four-year University	Two-year College
Professor			
1990-91	$52,752	$42,878	--
1991-92	54,784	44,956	--
1992-93	54,663	45,543	--
Associate Professor			
1990-91	$41,067	$38,015	--
1991-92	42,065	38,960	--
1992-93	41,698	39,206	--
Assistant Professor			
1990-91	$34,651	$33,920	--
1991-92	35,487	35,114	--
1992-93	36,221	35,077	--
Instructor			
1990-91	$23,725	$27,847	$30,638
1991-92	24,506	28,680	31,805
1992-93	24,199	29,055	32,440
Average All Ranks			
1990-91	$42,680	$35,411	$30,638
1991-92	43,920	36,669	31,805
1992-93	44,293	37,018	32,440

TABLE 4

Commentary

Table 4 presents the average salaries and the number employed for those full-time faculty employed on a 9-10 month basis only. Faculty who are employed on an 11-12 month basis are not included in this table. Individual faculty members included in Table 4 may or may not be employed by separate contract for summer teaching. The criterion for inclusion in Table 4 is that the basic contract is for a regular 9-10 month school year. Whereas many interpretations may be made from data in Table 4 alone, depth may be gained by comparing the data with those contained in Tables 1 and 6.

The average salary paid in the 25 institutions in 1992-93 to 9-10 month employed faculty is $38,171. This represents an increase over 1991-92 of $429 or 1.1%. As is true with other consolidated data in this report, the comprehensive universities exert heavy influence on this average. This influence is indicated by observing that the average salary for the comprehensive universities is $43,037, the average salary for four-year universities is $37,018, and the average salary for two-year colleges is $32,789. The 1992-93 median of the average salaries of all institutions is $33,154.

Table 4 reveals the comprehensive universities report a lower average salary for full-time faculty employed on a 9-10 month contract than the average shown in Table 1 for all ranks except assistant professor. The data for the comprehensive universities reflect a higher average monthly rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty. With the exception of the professor rank and assistant professor rank, the data for four-year universities and two-year colleges reflect a lower average monthly salary rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty.

The number of full-time faculty employed on a 9-10 month contract in 1992-93 is 3,610. This number represents 87.7% of the total full-time faculty in the 25 institutions. In 1991-92, the number was 3,581 or 87.6% of the total. In 1992-93, four-year universities employ 94.0% of their full-time faculty on a 9-10 month basis. The two-year colleges employ 82.1% on a 9-10 month basis. The two comprehensive universities together employ 84.5% of their full-time faculty on a 9-10 month basis.

TABLE 4

AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY
1992-93

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
OU	203	$54,284	194	$42,061	239	$36,268	23	$20,838	659	$42,984
OSU	212	52,596	187	40,613	184	36,505	21	27,020	604	43,096
Comprehensive Universities	415	$53,422	381	$41,350	423	$36,371	44	$23,789	1,263	$43,037
UCO	110	$50,292	50	$44,221	148	$38,655	69	$32,217	377	$41,610
ECU	42	43,152	36	39,552	55	34,821	28	28,894	161	36,953
NSU	63	44,349	42	37,533	81	33,790	58	30,059	244	36,274
NWOSU	7	42,168	9	37,013	26	31,199	26	26,038	68	31,124
SEOSU	32	45,116	14	39,558	65	33,779	37	27,957	148	35,321
SWOSU	55	45,075	33	42,202	59	38,359	73	29,220	220	37,582
Cameron	47	41,254	41	34,326	54	31,133	25	24,838	167	33,823
Langston	2	43,054	12	36,034	20	30,713	21	30,436	55	32,217
Panhandle	11	39,955	14	35,727	15	31,018	9	27,406	49	33,706
USAO	10	42,637	16	36,597	10	33,491	8	28,870	44	35,859
Four-year Universities	379	$45,508	267	$39,013	533	$35,136	354	$29,259	1,533	$37,018
CAJC	—	$—	—	$—	—	$—	31	$28,831	31	$28,831
Connors	—	—	—	—	—	—	40	31,199	40	31,199
Eastern	—	—	—	—	—	—	46	32,125	46	32,125
Murray	—	—	—	—	—	—	37	28,417	37	28,417
NEOAMC	—	—	—	—	—	—	88	31,978	88	31,978
NOC	—	—	—	—	—	—	41	30,940	41	30,940
OCCC	—	—	—	—	—	—	101	33,524	101	33,524
Redlands	—	—	—	—	—	—	22	31,464	22	31,464
Rogers	—	—	—	—	—	—	1	30,955	1	30,955
Rose	—	—	—	—	—	—	130	33,154	130	33,154
Seminole	—	—	—	—	—	—	40	28,992	40	28,992
TJC	—	—	—	—	—	—	203	35,677	203	35,677
WOSC	—	—	—	—	—	—	34	32,813	34	32,813
Two-year Colleges	—	$—	—	$—	—	$—	814	$32,789	814	$32,789
All Colleges and Universities	794	$49,644	648	$40,387	956	$35,683	1,212	$31,431	3,610	$38,171

TABLE 5

Commentary

Table 5 presents the average fringe benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average fringe benefits paid for 1992-93 are $9,307. This represents an increase over 1991-92 of $191 or 2.1%.

Fringe benefits as a percent of average salaries may be computed from the data in Table 4 and the data in Table 5. For all institutions fringe benefits are 24.4% of the average salary from 1992-93. In 1991-92 the figure was 24.2%. For the comprehensive universities, four-year universities, and two-year colleges, the fringe benefits for 1992-93 as a percent of average salaries are 25.4%, 22.9%, and 25.4%, respectively. Comparisons for 1991-92 were 24.9%, 23.3%, and 25.4%, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 39.6% of the average total fringe benefits for the State System for 1992-93. The percent was the same for 1991-92. For the comprehensive universities, four-year universities, and two-year colleges, these payments are 47.1%, 35.2% and 32.4%, respectively, of the total average fringe benefits. Comparable 1991-92 figures were 47.1%, 35.7%, and 31.9%, respectively.

Social Security taxes are the second largest fringe benefits paid by institutions. Social Security, unemployment compensation, and workers' compensation payments are required by law.

Medical and life insurance benefits are provided by all institutions and 21 institutions provide other fringe benefits not specifically identified.

TABLE 5

AVERAGE FRINGE BENEFITS PAID 9-10-MONTH FULL-TIME FACULTY
1992-93

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU	659	$5,097	$1,625	$3,247	$101	$193	$370	$6	$10,639
OSU	604	5,226	1830	3,241	51	529	218	162	11,257
Comprehensive Universities	1,263	$5,159	$1,723	$3,244	$77	$354	$297	$81	$10,935
UCO	377	$3,072	$1,088	$3,183	$101	$474	$171	$158	$8,847
ECU	161	2,702	1632	2,827	101	426	151	141	7,980
NSU	244	3,539	1772	2,775	97	418	129	138	8,868
NWOSU	68	2,950	1688	2,386	101	357	94	118	7,694
SEOSU	148	1,369	1688	2,702	0	340	148	1547	7,794
SWOSU	220	3,563	1688	2,875	95	486	188	142	9,037
Cameron	167	3,522	1830	2,587	70	433	139	170	8,751
Langston	55	2,282	1525	2,465	123	253	132	152	6,932
Panhandle	49	2,835	1830	2,578	101	317	337	158	8,156
USAO	44	1,912	2088	2,438	105	367	130	121	7,161
Four-year Universities	1,533	$2,988	$1,721	$2,823	$87	$423	$158	$283	$8,484
CASC	31	$2,265	$2,088	$2,206	$101	$270	$138	$0	$7,068
Connors	40	2,697	1,830	2,387	104	295	72	137	7,522
Eastern	46	2,284	1,812	2,458	0	244	132	193	7,123
Murray	37	443	1,920	2,174	104	261	117	0	5,019
NEOAMC	88	2,830	1,830	2,446	0	305	96	150	7,657
NOC	41	2,767	2,088	2,330	104	397	85	0	7,771
OCCC	101	2,857	1,873	2,565	95	266	137	1,673	9,466
Relands	22	2,678	2,051	2,407	0	143	142	0	7,421
Rogers	1	3,702	1,200	2,368	104	44	127	0	7,545
Rose	130	3,723	2,239	2,536	104	301	139	192	9,234
Seminole	40	2,453	2,087	2,228	92	133	99	830	7,922
TJC	203	2,972	2,088	2,729	0	256	146	1,320	9,511
WOSC	34	0	2,087	2,510	101	288	138	186	5,310
Two-year Colleges	814	$2,701	$2,019	$2,507	$56	$271	$126	$650	$8,331
All Colleges and Universities	3,610	$3,683	$1,789	$2,899	$77	$364	$200	$295	$9,307

TABLE 6

Commentary

Table 6 presents the average salaries and the number employed for those full-time faculty employed in the 25 institutions on an 11-12 month basis only.

The average salary paid in 25 institutions in 1992-93 to 11-12 month employed faculty is $50,494, an increase over 1991-92, of $572. The average for comprehensive universities is $62,535, the average for four-year universities is $45,234, and the average for two-year colleges is $37,692. The 1992-93 median of the average salaries for 24 institutions reporting 11-12 month full-time faculty is $39,902.

The number of full-time faculty employed on an 11-12 month contract basis is 506 or 12.3% of the total full-time faculty in the 25 institutions. In 1991-92, the number was 505 or 12.4%. The comprehensive universities employ 15.5% of their full-time faculty on an 11-12 month contract basis. The four-year universities employ 6% of their full-time faculty on an 11-12 month contract basis. The two-year colleges employ 17.9% of their full-time faculty on an 11-12 month contract basis.

TABLE 6

AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
1992-93

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
OU	62	$72,839	30	$55,661	12	$37,709	1	$31,122	105	$63,519
OSU	86	69,795	18	52,278	14	44,362	10	$31,631	128	61,716
Comprehensive Universities	148	$71,070	48	$54,484	26	$41,291	11	$31,584	231	$62,535
UCO	—	$—	—	$—	—	$—	—	$—	—	$—
ECU	4	58,711	1	47,730	0	0	0	0	5	56,515
NSU	15	58,644	4	52,179	5	41,868	1	53,604	25	54,053
NWOSU	0	0	1	42,000	3	33,925	5	36,071	9	36,014
SEOSU	0	0	0	0	0	0	8	28,803	8	28,803
SWOSU	1	51,555	1	57,500	7	43,236	2	31,410	11	43,139
Cameron	0	0	0	0	0	0	8	29,723	8	29,723
Langston	4	56,644	10	52,860	3	37,474	1	35,280	18	50,160
Panhandle	4	47,880	0	0	0	0	0	0	4	47,880
USAO	2	51,100	3	45,633	2	46,350	3	35,333	10	43,780
Four-year Universities	30	$56,212	20	$51,072	20	$40,944	28	$32,367	98	$45,234
CAJC	—	$—	—	$—	—	$—	5	$28,325	5	$28,325
Connors	—	—	—	—	—	—	4	42,875	4	42,875
Eastern	—	—	—	—	—	—	3	37,200	3	37,200
Murray	—	—	—	—	—	—	7	39,609	7	39,609
NEOAMC	—	—	—	—	—	—	14	36,929	14	36,929
NOC	—	—	—	—	—	—	2	38,000	2	38,000
OCCC	—	—	—	—	—	—	3	48,770	3	48,770
Redlands	—	—	—	—	—	—	4	37,635	4	37,635
Rogers	—	—	—	—	—	—	66	35,451	66	35,451
Rose	—	—	—	—	—	—	21	42,307	21	42,307
Seminole	—	—	—	—	—	—	4	33,525	4	33,525
TJC	—	—	—	—	—	—	35	38,732	35	38,732
WOSC	—	—	—	—	—	—	9	40,195	9	40,195
Two-year Colleges	—	$—	—	$—	—	$—	177	$37,692	177	$37,692
All Colleges and Universities	178	$68,566	68	$53,450	46	$41,141	216	$36,691	508	$50,494

TABLE 7

Commentary

Table 7 presents the 1992-93 average fringe benefits on an 11-12 month basis to or on behalf of all 11-12 month full-time faculty by all 25 institutions in The Oklahoma State System of Higher Education. The average fringe benefit paid for 1992-93 is $11,650 and represents an increase of $262 or 2.3%.

Fringe benefits as a percent of average salaries may be computed from the data in Table 6 and the data in Table 7. For all institutions, fringe benefits are 23.1% of the average salary. The percent was 22.8% for 1991-92. For the comprehensive universities, four-year universities, and two-year colleges, the fringe benefits as a percent of average salaries are 23.3%, 21.4%, and 23.7%, respectively. Comparable 1991-92 figures were 22.6%, 22.4%, and 23.7%, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 46.1% of the average total fringe benefits for the State System for 1992-93 as compared with 47.1% for 1991-92. For the comprehensive universities, four-year universities, and two-year colleges, the payments are 52.2%, 35.4%, and 39.4%, respectively, of the total average fringe benefits. Comparable percents for 1991-92 were 52.6%, 37.7% and 40.8%, respectively.

Social Security taxes are the second largest fringe benefit paid by institutions. Social Security, unemployment compensation, and workers' compensation payments are required by law.

Medical and life insurance benefits are provided by all 24 institutions reporting 11-12 month full-time faculty. Nineteen institutions provide other fringe benefits not specifically identified.

TABLE 7

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY
1992-93

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU	105	$8,178	$1,625	$4,263	$101	$286	$546	$6	$15,005
OSU	126	7,131	1830	4,094	51	584	289	218	14,197
Comprehensive Universities	231	$7,607	$1,737	$4,171	$74	$449	$406	$122	$14,564
UCO	0	$0	$0	$0	$0	$0	$0	$0	$0
ECU	5	3,911	1,632	4,150	101	651	232	215	10,892
NSU	25	4,427	1772	4,011	97	621	191	205	11,324
NWOSU	9	3,815	1688	2,765	101	411	109	137	9,026
SEOSU	8	869	1,688	2,203	0	278	121	1,262	6,421
SWOSU	11	3,942	1688	3,289	95	559	216	164	9,953
Cameron	8	3,129	1830	2,274	70	317	122	125	7,867
Langston	18	3,137	1,830	3,840	104	391	206	236	9,744
Panhandle	4	3,150	1,830	3,663	101	449	478	225	9,896
USAO	10	2,627	2088	3,349	105	505	180	166	9,020
Four-year Universities	98	$3,421	$1,791	$3,420	$89	$482	$190	$277	$9,671
CASC	5	$2,201	$2,088	$2,167	101	$258	$139	$0	$6,954
Connors	4	3,150	1,830	3,280	104	402	99	189	9,054
Eastern	3	2,842	1,812	2,846	0	283	153	223	8,159
Murray	7	1,132	1,920	3,030	104	361	182	0	6,709
NEOAMC	14	3,150	1,830	2,825	0	346	111	174	8,436
NOC	2	3,111	2,088	2,729	104	488	102	0	8,622
OCCC	3	3,150	1,873	3,731	95	193	386	2,433	11,861
Redlands	4	3,150	2,051	2,879	0	172	170	0	8,422
Rogers	66	4,422	1,200	2,712	104	44	141	0	8,623
Rose	21	4,842	2,239	3,236	104	388	178	245	11,232
Seminole	4	2,673	2,087	2,565	92	153	113	946	8,629
TJC	35	3,064	2,088	2,963	0	278	159	1,222	9,774
WOSC	9	0	2,087	3,075	101	350	169	228	6,010
Two-year Colleges	177	$3,525	$1,733	$2,881	$70	$214	$152	$367	$8,942
All Colleges and Universities	506	$5,368	$1,746	$3,574	$76	$373	$275	$237	$11,650

TABLE 8

Commentary

Table 8 presents the 1992-93 average total compensation paid to those full-time faculty on a 9-10 month contract and those on an 11-12 month contract by all 25 institutions in The Oklahoma State System of Higher Education.

Average total compensation for 9-10 month faculty in 1992-93 is $47,478, compared with $46,853 in 1991-92, and represents an increase of $625 or 1.3%. The average in 1992-93 for comprehensive universities is $53,972, the average for four-year universities is $45,502, and the average for two-year colleges is $41,120. The median of the average total compensation for all 25 institutions reporting is $41,862.

Average total compensation for 11-12 month faculty in 1992-93 is $61,144 compared with $61,362 in 1991-92, and represents a decrease of $218 or 0.4%. The average in 1992-93 for comprehensive universities is $77,099, the average for four-year universities is $54,905, and the average for two-year colleges is $46,634. The median of the average total compensation for the 24 institutions reporting 11-12 month faculty is $47,364.

TABLE 8

AVERAGE TOTAL COMPENSATION PAID
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY
1992-93

Institution	9-10 Month			11-12 Month		
	Average Salaries	Average Staff Benefits	Average Total Compensation	Average Salaries	Average Staff Benefits	Average Total Compensation
OU	$42,984	$10,639	$53,623	$63,519	$15,005	$78,524
OSU	43,095	11,257	54,352	61,716	14,197	75,913
Comprehensive Universities	$43,037	$10,935	$53,972	$62,535	$14,564	$77,099
UCO	$41,610	$8,847	$50,457	$— 0	$— 0	$— 0
ECU	36,953	7,980	44,933	56,515	10,892	67,407
NSU	36,274	8,868	45,142	54,053	11,324	65,377
NWOSU	31,124	7,694	38,818	36,014	9,026	45,040
SEOSU	35,321	7,794	43,115	28,803	6,421	35,224
SWOSU	37,582	9,037	46,619	43,139	9,953	53,092
Cameron	33,823	8,751	42,574	29,723	7,867	37,590
Langston	32,217	6,932	39,149	50,180	9,744	59,904
Panhandle	33,706	8,156	41,862	47,880	9,896	57,776
USAO	35,859	7,161	43,020	43,780	9,020	52,800
Four-year Universities	$37,018	$8,484	$45,502	$45,234	$9,671	$54,905
CASC	$28,831	$7,068	$35,899	$28,325	$6,954	$35,279
Connors	31,199	7,522	38,721	42,875	9,054	51,929
Eastern	32,125	7,123	39,248	37,200	8,159	45,359
Murray	28,417	5,019	33,436	39,609	6,709	46,318
NEOAMC	31,978	7,657	39,635	38,929	8,436	45,365
NOC	30,940	7,771	38,711	38,000	8,622	46,622
OCCC	33,524	9,466	42,990	48,770	11,861	60,631
Redlands	31,464	7,421	38,885	37,835	8,422	46,057
Rogers	30,955	7,545	38,500	35,451	8,623	44,074
Rose	33,154	9,234	42,388	42,307	11,232	53,539
Seminole	28,992	7,922	36,914	33,525	8,629	42,154
TJC	35,677	9,511	45,188	38,732	9,774	48,506
WOSC	32,813	5,310	38,123	40,195	8,010	48,205
Two-year Colleges	$32,789	$8,331	$41,120	$37,892	8,942	$46,834
All Colleges and Universities	$38,171	$9,307	$47,478	$50,494	10,650	$61,144

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TABLE 9

Commentary

Table 9 presents the highest and lowest salaries paid academic deans and full-time faculty classified both by contract period and by type of institution. The number of individuals and the number of institutions in each classification are also presented.

The average salaries for academic deans employed on an 11-12 month contract basis in 1992-93 for the three classifications of institutions are: comprehensive universities, $95,604; four-year universities, $61,775; and two-year colleges, $52,951. For 1991-92, the average salaries were $97,337, $61,662, and $46,574, respectively. Average salaries for academic deans have decreased from 1991-92 at the comprehensive universities at the rate of 1.5% while the four-year universities increased at the rate of 0.2% and increased for two-year colleges by 13.7%.

The highest salaries paid academic deans in the 25 institutions on an 11-12 month contract basis in 1992-93 are $111,500 for comprehensive university deans, $89,508 for four-year university deans, and $57,851 for two-year college deans. The highest salaries for these categories in 1991-92 were $115,500, $83,652, and $56,025, respectively. The 1992-93 lowest salaries for academic deans are $83,487 for comprehensive university deans, $49,470 for four-year university deans, and $43,350 for two-year college deans. The lowest salaries for these categories in 1991-92 were $83,487, $46,050, and $33,056, respectively.

The highest salary paid a 9-10 month contract full-time faculty member in the 25 institutions in 1992-93 is $103,000. In 1991-92 the highest salary was the same. The lowest salary paid a 9-10 month contract full-time faculty member in the State System in 1992-93 is $12,768. In 1991-92 the lowest salary was $13,252.

For 1992-93 the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is $56,700. In 1991-92 the highest salary was $62,317. For 1992-93, the lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is $18,000. In 1991-92 the lowest salary was $16,500. For 1992-93, the highest salary paid a full-time faculty member employed on a 9-10 month contract basis by a two-year college is $51,169. In 1991-92 the highest salary was $49,582. For 1992-93, the lowest salary paid a full-time faculty member employed on a 9-10 month contract basis by a two-year college is $22,400. In 1991-92 the lowest salary was $21,394.

TABLE 9

RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH
ACADEMIC DEANS AND FULL-TIME FACULTY
1992-93

		9-10 Month			11-12 Month		
		Comprehensive University	Four-year University	Two-year College	Comprehensive University	Four-year University	Two-year College
Academic Dean							
Number:	Institutions	--	--	--	2	8	4
	Individuals	--	--	--	14	41	9
Salary:	Highest	--	--	--	$111,500	$89,508	$57,851
	Lowest	--	--	--	83,487	49,470	43,350
	Average	--	--	--	95,604	61,775	52,951
Professor							
Number:	Institutions	2	10	--	2	6	--
	Individuals	415	379	--	148	30	--
Salary:	Highest	$103,000	$56,700	--	$126,075	$73,960	--
	Lowest	31,392	29,240	--	42,852	45,890	--
	Average	53,422	45,508	--	71,070	56,212	--
Associate Professor							
Number:	Institutions	2	10	--	2	6	--
	Individuals	381	267	--	46	20	--
Salary:	Highest	$77,306	$52,300	--	$87,893	$61,000	--
	Lowest	26,180	27,800	--	34,209	39,426	--
	Average	41,350	39,013	--	54,484	51,072	--
Assistant Professor							
Number:	Institutions	2	10	--	2	5	--
	Individuals	423	533	--	26	20	--
Salary:	Highest	$65,086	$48,087	--	$58,008	$53,950	--
	Lowest	23,145	18,000	--	32,806	27,806	--
	Average	36,371	35,136	--	41,291	40,944	--

TABLE 9 (Continued)

Commentary

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 1992-93 is $126,075. In 1991-92 the highest salary was the same. The lowest salary paid an 11-12 month contract full-time faculty member in the State system in 1992-93 is $15,396. In 1991-92 the lowest salary was $18,000. The highest 11-12 month contract salary in 1992-93 is paid by comprehensive universities and the lowest 11-12 month contract salary in 1992-93 is paid by two-year colleges. For 1992-93, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is $73,960. In 1991-92 the highest salary was $61,356. For 1992-93, the lowest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is $19,000. In 1991-92 the lowest salary was $21,504. For 1992-93, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is $55,218. In 1991-92 the highest salary was $53,505. For 1992-93, the lowest salary paid for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is $15,396. In 1991-92 the lowest salary was $18,000. These data exclude academic deans.

Table 9 (continued)

			9-10 Month			11-12 Month		
			Comprehensive University	Four-year University	Two-year College	Comprehensive University	Four-year University	Two-year College
Instructor								
Number:	Institutions		2	10	13	2	7	13
	Individuals		44	354	814	11	28	177
Salary:	Highest		$48,600	$45,860	$51,169	$42,700	$53,604	$55,218
	Lowest		12,768	19,000	22,400	23,472	19,000	15,396
	Average		23,789	29,259	32,789	31,584	32,367	37,692
All Ranks								
Number:	Institutions		2	10	13	2	9	13
	Individuals		1,263	1,533	814	231	98	177
Salary:	Highest		$103,000	$56,700	$51,169	$126,075	$73,960	$55,218
	Lowest		12,768	18,000	22,400	23,472	19,000	15,396
	Average		43,037	37,018	32,789	62,535	45,234	37,692

TABLE 10

Commentary

Table 10 presents income earned by full-time faculty members from activities which are specifically authorized by the institution in addition to primary employment duties. Income from summer-term employment for faculty employed on a 9-10 month contract basis is excluded from Table 10. These data are presented as "actual" for the completed year of 1991-92 and "estimated" for the current year, 1992-93.

The average mean income in the 25 institutions from extra teaching assignments and approved noninstitutional employment for 1992-93 is estimated to be $1,981 for those faculty members earning such income. In 1991-92 this figure was $1,871. The median of the averages is estimated to be $1,814 for 1992-93. In 1991-92 the actual median of the averages was $1,876. The estimated highest average for 1992-93 is $4,100. In 1991-92 the actual highest average was $4,262.

TABLE 10

ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS AND APPROVED NONINSTITUTIONAL EMPLOYMENT 1991-92 AND 1992-93

	Income from Extra Assignments			
	1991-92 Actual		1992-93 Estimated	
Institution	No. of Faculty	Average Income	No. of Faculty	Average Income
OU	181	$1,553	185	$1,600
OSU	240	2,823	262	2,792
Comprehensive Universities	421	$2,277	447	$2,299
UCO	66	$882	75	$1,000
ECU	89	2,275	96	2,079
NSU	144	2,180	145	2,130
NWOSU	44	980	33	1,103
SEOSU	52	1,287	60	882
SWOSU	55	1,512	49	1,244
Cameron	105	1,877	105	1,800
Langston	0	0	0	0
Panhandle	13	2,188	9	1,827
USAO	21	943	21	872
Four-year Universities	589	$1,672	593	$1,587
CASC	31	$4,262	33	$4,100
Connors	24	1,875	25	1,800
Eastern	38	1,925	37	2,780
Murray	4	953	24	1,975
NEOAMC	60	1,600	50	1,500
NOC	30	3,392	24	2,950
OCCC	90	2,696	85	2,500
Redlands	20	2,350	22	1,520
Rogers	37	1,350	48	1,350
Rose	125	2,700	128	2,600
Seminole	32	1,655	30	1,644
TJC	127	3,029	126	3,498
WOSC	26	1,750	20	2,275
Two-year Colleges	644	$2,152	650	$2,122
All Colleges and Universities	1,654	$2,013	1,690	$1,981

TABLE 11

Commentary

Table 11 presents salary data concerning selected administrative positions, by type of institution for 1992-93. The positions selected for inclusion which have increased from previous reports are those most commonly staffed at higher education institutions. The salaries are for an 11-12 month employment period. The average amount of fringe benefits is included in the table. In some institutions, one individual may hold two or more administrative titles. In these instances, the salary has been reported under that heading commonly associated with the highest salary.

Comprehensive university presidents salaries are set at $152,880 and $141,500 in 1992-93. This was the same for 1991-92. Fringe benefits are $30,746 (20.1%) and $24,685 (17.4%) of the salary.

Comprehensive university vice-presidents information has been expanded to include data for the different vice-presidential level positions. It now includes those positions surveyed in the Administrative Compensation Survey from the College and University Personnel Association (CUPA). Those positions now surveyed at the VIP level are: Chief Academic Officer, Chief Business officer, Chief Development Officer and Chief Student Affairs Officer. Even though these positions are not new to the State System, comparative data between fiscal years will be made in the next report.

Four-year university presidents receive an average salary of $90,898 in 1992-93, a decrease of 1.1% from the 1991-92 average salary of $91,901. The highest salary for a four-year university president in 1992-93 is $97,260. In 1991-92 the highest salary for a four-year university president was $98,750. Fringe benefits average $12,982 or 14.3% of the average salary.

Two-year college presidents receive an average salary of $82,340 in 1992-93, an increase of 24.4% over the 1991-92 average salary of $80,439. The highest salary for a two-year college president in 1992-93 is $99,000. In 1991-92 the highest salary for a two-year college president was $90,600. Fringe benefits average $12,191 or 14.8% of the average salary.

TABLE 11

11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS

1992-93

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
President				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$152,880	$97,260	$99,000
	Lowest	141,500	78,500	69,250
	Average	147,190	90,898	82,340
Fringe Benefits:	Highest	$30,746	$14,985	$16,605
	Lowest	24,685	9,647	9,182
	Average	27,716	12,982	12,191
Chief Academic Officer				
Number:	Institutions	2	10	12
	Individuals	2	10	12
Salary:	Highest	$140,004	$79,213	$80,420
	Lowest	120,000	55,692	$43,350
	Average	130,002	68,957	$60,443
Fringe Benefits:	Highest	$25,200	$12,879	$13,800
	Lowest	$24,523	$10,480	$7,331
	Average	$24,862	$11,912	$10,507
Chief Business Officer				
Number:	Institutions	2	10	12
	Individuals	2	10	12
Salary:	Highest	$102,900	$79,213	$83,762
	Lowest	$98,000	$54,080	$36,369
	Average	$100,450	$66,185	$56,212
Fringe Benefits:	Highest	$22,163	$17,482	$13,793
	Lowest	$19,420	$9,090	$5,288
	Average	$20,792	$12,093	$10,051

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Chief Development Officer				
Number:	Institutions	2	3	7
	Individuals	2	3	7
Salary:	Highest	$109,000	$64,500	$64,390
	Lowest	$104,500	$55,000	$33,398
	Average	$106,750	$59,468	$47,836
Fringe Benefits:	Highest	$23,247	$11,178	$12,934
	Lowest	$20,242	$9,080	$7,964
	Average	$21,745	$10,451	$9,451
Chief Student Affairs Officer				
Number:	Institutions	2	9	12
	Individuals	2	9	12
Salary:	Highest	$91,000	$76,230	$71,792
	Lowest	$90,000	$42,172	$39,000
	Average	$90,500	$59,694	$52,325
Fringe Benefits:	Highest	$20,051	$12,960	$13,463
	Lowest	$18,349	$9,323	$6,904
	Average	$19,200	$11,214	$10,148
Director of Institutional Research				
Number:	Institutions	--	3	5
	Individuals	--	3	5
Salary:	Highest	$--	$59,000	$54,340
	Lowest	--	$27,038	$33,075
	Average	--	$40,888	$40,829
Fringe Benefits:	Highest	$--	$11,193	$12,641
	Lowest	--	$7,326	$5,367
	Average	--	$8,979	$9,004

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Chief Public Relations Officer				
Number:	Institutions	2	10	12
	Individuals	2	10	12
Salary:	Highest	$82,824	$43,800	$64,948
	Lowest	48,655	19,786	18,000
	Average	65,740	33,451	34,375
Fringe Benefits:	Highest	$17,402	$10,248	$20,769
	Lowest	12,039	5,317	4,576
	Average	14,721	8,050	8,754
Director of Libraries				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	80,000	$62,400	$54,215
	Lowest	79,380	$38,000	$31,332
	Average	79,690	$47,057	$40,220
Fringe Benefits:	Highest	17,986	$12,338	$12,625
	Lowest	17,025	$8,434	$6,165
	Average	17,506	$10,064	$8,869
Director of Purchasing				
Number:	Institutions	2	5	13
	Individuals	2	5	13
Salary:	Highest	$68,340	$53,500	$50,461
	Lowest	$49,920	$18,000	19,846
	Average	$59,130	$38,325	36,508
Fringe Benefits:	Highest	$16,026	$10,508	$11,257
	Lowest	$12,528	5,327	4,077
	Average	$14,277	8,658	8,898

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Chief Admissions Officer				
Number:	Institutions	--	6	4
	Individuals	--	6	4
Salary:	Highest	$--	$45,600	$43,050
	Lowest	--	$33,660	$31,242
	Average	--	$38,362	$36,719
Fringe Benefits:	Highest	$--	$10,491	$9,017
	Lowest	--	$8,302	$5,434
	Average	--	$9,102	$7,638
Registrar				
Number:	Institutions	2	7	8
	Individuals	2	7	8
Salary:	Highest	$69,900	$61,000	$44,950
	Lowest	63,809	29,675	20,300
	Average	66,855	40,333	33,985
Fringe Benefits:	Highest	$15,676	$11,308	$11,590
	Lowest	15,220	6,856	4,640
	Average	15,448	9,164	8,071
Chief Physical Plant & Facilities				
Number:	Institutions	2	9	13
	Individuals	2	9	13
Salary:	Highest	$76,500	$48,000	$52,775
	Lowest	$76,335	$34,000	$20,452
	Average	$76,418	$43,208	$35,368
Fringe Benefits:	Highest	$17,445	$12,612	$13,924
	Lowest	$16,554	$8,568	$4,966
	Average	$17,000	$10,190	$8,760

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Chief Budgeting Officer				
Number:	Institutions	2	2	--
	Individuals	2	2	--
Salary:	Highest	$82,000	$52,212	$--
	Lowest	$67,690	$43,000	--
	Average	$74,845	$47,606	--
Fringe Benefits:	Highest	$17,289	$11,386	$--
	Lowest	$15,911	$9,295	--
	Average	$16,600	$10,341	--
Chief Personnel/HR Officer				
Number:	Institutions	2	6	5
	Individuals	2	6	5
Salary:	Highest	$73,500	$48,516	$64,093
	Lowest	$67,980	$30,000	$30,445
	Average	$45,981	$36,933	$46,937
Fringe Benefits:	Highest	$16,158	$10,886	$13,308
	Lowest	$15,621	$7,222	$5,084
	Average	$15,890	$8,599	$9,781
Director of Alumni Affairs				
Number:	Institutions	2	7	2
	Individuals	2	7	2
Salary:	Highest	$70,000	$38,220	$43,282
	Lowest	$66,934	$19,300	$24,969
	Average	$68,467	$28,003	$34,126
Fringe Benefits:	Highest	$15,776	$9,172	$6,307
	Lowest	$15,687	$3,994	$6,105
	Average	$15,732	$6,623	$6,206

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Director of Governmental/ Leg. Relations				
Number:	Institutions	--	--	--
	Individuals	--	--	--
Salary:	Highest	$--	$--	$--
	Lowest	--	--	--
	Average	--	--	--
Staff Benefits:	Highest	$--	$--	$--
	Lowest	--	--	--
	Average	--	--	--
Director of Campus Security				
Number:	Institutions	2	8	5
	Individuals	2	8	5
Salary:	Highest	$59,064	$29,500	$44,416
	Lowest	$58,000	$17,100	$14,000
	Average	$58,532	$23,826	$25,361
Staff Benefits:	Highest	$14,197	$7,083	$10,539
	Lowest	$14,189	$4,672	$3,885
	Average	$14,193	$6,080	$6,789
Chief Payroll Officer				
Number:	Institutions	--	5	3
	Individuals	--	5	3
Salary:	Highest	$--	$27,804	$34,050
	Lowest	--	$18,750	$18,280
	Average	--	$22,355	$24,752
Staff Benefits:	Highest	$--	$6,090	$9,456
	Lowest	--	$4,724	$3,666
	Average	--	$5,397	$6,105

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Director of Telecommunications				
Number:	Institutions	--	3	--
	Individuals	--	3	--
Salary:	Highest	$--	$43,368	$--
	Lowest	--	$30,500	--
	Average	--	$34,923	--
Staff Benefits:	Highest	$--	$9,987	$--
	Lowest	--	$6,483	--
	Average	--	$7,870	--
Comptroller				
Number:	Institutions	2	7	8
	Individuals	2	7	8
Salary:	Highest	$89,501	$54,130	$55,700
	Lowest	$73,950	$30,212	$26,811
	Average	$81,726	$45,317	$39,042
Staff Benefits:	Highest	$89,501	$11,008	$11,768
	Lowest	$73,950	$7,579	$4,760
	Average	$81,726	$9,839	$8,483
Director of Financial Aids				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$68,972	$42,800	$59,546
	Lowest	$40,796	$25,000	$16,700
	Average	$54,884	$37,111	$35,346
Staff Benefits:	Highest	$15,546	$9,753	$13,047
	Lowest	$10,157	$6,398	$4,518
	Average	$12,852	$8,515	$7,943

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Chief Legal Counsel				
Number:	Institutions	2	--	--
	Individuals	2	--	--
Salary:	Highest	$92,000	$--	$--
	Lowest	$89,000	--	--
	Average	$90,500	--	--
Staff Benefits:	Highest	$20,227	$--	$--
	Lowest	$18,226	--	--
	Average	$19,227	--	--
Bursar				
Number:	Institutions	2	3	2
	Individuals	2	3	2
Salary:	Highest	$56,040	$47,328	$33,995
	Lowest	$54,124	$23,200	$20,800
	Average	$55,082	$34,676	$27,398
Staff Benefits:	Highest	$13,731	$10,726	$10,583
	Lowest	$13,350	$5,087	$5,561
	Average	$13,541	$8,159	$8,072
Director of Athletics				
Number:	Institutions	2	7	4
	Individuals	2	7	4
Salary:	Highest	$109,200	$60,540	$39,948
	Lowest	$88,248	$44,720	$26,500
	Average	$98,724	$51,464	$33,249
Staff Benefits:	Highest	$23,282	$12,201	$8,157
	Lowest	$18,121	$9,317	$4,402
	Average	$20,702	$10,679	$6,321

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Chief Information System Officer				
Number:	Institutions	--	7	7
	Individuals	--	7	7
Salary:	Highest	$--	59,000	54,065
	Lowest	--	40,260	30,012
	Average	--	49,290	37,774
Staff Benefits:	Highest	$--	$11,935	$12,606
	Lowest	--	$8,699	$6,657
	Average	--	$10,521	$8,260

TABLES 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 22

Commentary

Tables 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 22 present the average salaries and fringe benefits of the nine constituent agencies of the State System. Each of the constituent agencies is unique with respect to average salary rates or professional classification. Consequently, salary data for each of the nine agencies are presented in a separate table.

The University of Oklahoma Health Sciences Center average salaries are presented on an 11-12 month contract basis. The College of Medicine average salary for 1992-93 of $62,396 is an increase of 1.0% over 1991-92. The College of Dentistry average salary for 1992-93 of $52,798 is a decrease of 1.6% from 1991-92. The College of Nursing average salary for 1992-93 of $45,171 is an increase of 8.5% over 1991-92. The College of Public Health average salary for 1992-93 of $54,444 is an increase of 6.3% over 1991-92. The College of Allied Health average salary for 1992-93 of $41,189 is an increase of 2.1% over 1991-92. The Graduate College average salary for 1992-93 of $61,844 is an increase of 4.4% over 1991-92. The College of Pharmacy average salary for 1992-93 of $53,358 is an increase of 1.2% over 1991-92. The Tulsa Branch Medical School average salary for 1992-93 of $75,628 is an increase of 3.3% over 1991-92.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month contract basis for 1992-93 of $66,961 is an increase of 1.4% over 1991-92.

The Oklahoma Geological Survey full-time faculty average salary on an 11-12 month contract basis for 1992-93 of $46,030 is an increase of 0.8% over 1991-92.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 1992-93 of $59,130 is an increase of 1.2% over 1991-92.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 1992-93 of $53,575 is a decrease of 0.7% from 1991-92.

The Oklahoma State University Agricultural Extension Division full-time faculty average salary on an 11-12 month contract basis for 1992-93 of $51,252 is an increase of 0.6% over 1991.92.

The Oklahoma State University Technical Branch, Okmulgee full-time faculty average salary on an 11-12 month contract basis for 1992-93 of $37,804 is a decrease of 1.1% from 1991-92.

The Oklahoma State University Technical Branch, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 1992-93 of $31,074 is a decrease of 2.1% from 1991-92.

The Oklahoma State University College of Osteopathic Medicine full-time faculty average salary on an 11-12 month contract basis for 1992-93 of $62,569 is a decrease of 0.3% from 1991-92.

TABLE 12

UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER[a]

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
12 MONTH SALARIES FOR 1992-93

	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
College of Medicine	127	$79,160	116	$62,996	157	$54,439	43	$40,317	443	$62,396
College of Dentistry	18	67,113	20	51,177	14	39,965	2	30,000	54	52,798
College of Nursing	4	65,125	10	50,358	23	42,175	5	32,613	42	45,171
College of Public Health	2	71,340	8	71,326	8	49,430	12	43,716	30	54,444
College of Allied Health	9	50,931	16	42,273	28	37,553	1	38,000	54	41,189
Graduate College of Medical and Dental Science	4	70,378	4	59,594	2	49,276			10	61,844
College of Pharmacy	8	62,642	10	54,406	11	45,652			29	53,358
Tulsa Branch Medical School	12	94,835	15	73,840	31	73,743	3	27,220	61	75,628

a
Included faculty are those employed full-time for the Health Sciences Center and faculty members who devote a part of their time to the Health Sciences Center and to either the Veterans Administration or to the Medical Research Foundation but whose employment agreement anticipates the amount of income these sources or its equivalent. Full-time faculty members prorate time among the various divisions. Time allocated to each division has been rounded to the nearest whole number of full-time faculty.

TABLE 13

UNIVERSITY OF OKLAHOMA LAW CENTER
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

9-10 MONTH EQUIVALENT SALARIES FOR 1992-93[a]

Rank	Number	Amount
Professor	24	$75,319
Associate Professor	11	52,581
Assistant Professor	-	--
Instructor	1	24,543
All Ranks	36	66,961

a
All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

TABLE 14

OKLAHOMA GEOLOGICAL SURVEY

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH EQUIVALENT SALARIES FOR 1992-93

Rank	Number	Amount
Geologist IV	7	$50,157
Geologist III	2	38,850
Geologist II	1	31,500
Geologist I	-	--
Other Professionals	-	--
All Ranks	10	46,030

TABLE 15

OSU COLLEGE OF VETERINARY MEDICINE

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1992-93*

Rank	Number	Amount
Professor	27	$69,378
Associate Professor	23	52,954
Assistant Professor	12	47,911
Instructor	--	--
All Ranks	62	$59,130

TABLE 16

OSU AGRICULTURAL EXPERIMENT STATION

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1992-93*

Rank	Number	Amount
Professor	39	$61,890
Associate Professor	21	48,284
Assistant Professor	17	42,421
Instructor	1	30,008
All Ranks	78	$53,575

All 9-10 month salaries have equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

TABLE 17

OSU AGRICULTURAL EXTENSION DIVISION

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1992-93

Rank	Number	Amount
Professor	30	$60,223
Associate Professor	20	49,842
Assistant Professor	19	40,877
Instructor	4	40,296
All Ranks	73	$51,252

TABLE 18

OSU TECHNICAL BRANCH, OKMULGEE
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
[a]
11-12 MONTH SALARIES FOR 1992-93

Rank	Number	Amount
Department Head	10	$49,532
Instructor	124	36,858
All Ranks	134	$37,804

[a] All 9-10 month salaries have equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

TABLE 19

OSU TECHNICAL BRANCH, OKLAHOMA CITY
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

9-10 MONTH EQUIVALENT SALARIES FOR 1992-93 [a]

Rank	Number	Amount
Professor	14	$36,100
Associate Professor	10	32,680
Assistant Professor	22	30,006
Instructor	15	26,879
All Ranks	61	$31,074

[a] All 11-12 month salaries have equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

TABLE 20

OSU - COLLEGE OF OSTEOPATHIC MEDICINE

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1992-93

Rank	Basic Sciences Faculty		Clinical Faculty		All Faculty	
	Number	Amount	Number	Amount	Number	Amount
Professor	12	$64,850	4	$85,191	16	$69,935
Associate Professor	9	48,491	7	77,140	16	61,025
Assistant Professor	4	39,925	1	60,000	5	43,940
Instructor	--	--	--	--	--	--
All Ranks	25	$54,973	12	$78,395	37	$62,569

TABLE 21

AVERAGE FRINGE BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY

1992-93

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU-HSC									
College of Nursing	21	$4,350	$1,736	$2,516	$51	$149	$125	$6	$8,933
College of Public Health	3	5,776	1,736	3,226	51	189	160	6	11,144
College of Allied Health	3	4,509	1,736	2,601	51	153	129	6	9,185
College of Pharmacy	1	5,525	1,736	3,098	51	183	154	6	10,753
OU-Law Center	31	8,985	1,625	4,415	101	310	562	6	16,034
OSU-College of Veterinary Medicine	4	4,971	1,830	3,109	51	495	204	164	10,824
OSU-Agricultural Experiment Station	1	4,364	1,830	2,665	51	393	161	130	9,594
OSU-Technical Branch, Okmulgee	64	4,040	1,830	2,139	51	298	53	103	8,512
OSU-Technical Branch, Oklahoma City	41	4,058	1,830	2,266	45	315	56	110	8,680

TABLE 22

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY

1992-93

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU-HSC									
College of Medicine	443	$8,809	$1,736	$4,303	$51	$282	$237	$6	$15,424
College of Dentistry	54	7,366	1,736	3,842	51	237	201	6	13,439
College of Nursing	21	6,972	1,736	3,747	51	225	191	6	12,928
College of Public Health	27	7,665	1,736	3,874	51	246	208	6	13,786
College of Allied Health	51	5,625	1,736	3,149	51	188	156	6	10,909
Graduate College of Medical and Dental Science	10	8,507	1,736	4,252	51	273	229	6	15,054
College of Pharmacy	28	7,474	1,736	3,985	51	240	203	6	13,695
Tulsa Branch Medical School	61	10,786	1,736	4,575	51	341	287	6	17,782
OU-Law Center	5	8,726	1,625	4,151	101	302	578	6	15,489
Oklahoma Geological Survey	10	5,555	1,625	3,521	101	207	396	6	11,411
OSU-College of Veterinary Medicine	58	7,045	1,830	4,171	51	575	284	220	14,176
OSU-Agricultural Experiment Station	77	6,339	1,830	3,860	51	511	253	198	13,042
OSU-Agricultural Extension Division	73	2,865	1,830	3,779	51	484	239	187	9,415
OSU Technical Branch, Okmulgee	70	5,433	1,830	3,148	51	438	78	152	11,128
OSU Technical Branch, Oklahoma City	20	5,256	1,830	3,183	45	444	79	154	10,991
OSU-College of Osteopathic Medicine	37	9,328	1,923	4,364	52	588	288	231	16,774